

2008-2009 PERFORMANCE PLAN – Portfolio Manager, Active Equity Investments (C. Doffing)

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Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
70%	Internal Active Equity	Excess return deviation in basis points relative to: Internal Enhanced Equity Portfolio versus CalPERS Custom Wilshire 2500. {SW5J – Y082}	0 basis points = 0 +30 basis points = 1.0 +60 basis points = 1.5
15%	Global Equity Performance	Excess return deviation in basis points relative to: Global Equity Benchmark {GLOBLIC – CPERSGE2}	-50 basis points = 0 -10 basis points = 1.0 +15 basis points = 1.5
85%	Subtotal	Quantitative Measures	

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	